



Military Health Systems (MHS) Human Capital Best Practices

- ☐ Army
- ☐ Navy
- ☐ Air Force
- ☒ PHS
- ☐ VA

Best Practice Title: Public Health Service Student Programs

Purpose of this document: Best practices related to human capital and health care are being identified in the services. When an effective practice is identified, the MHS Human Capital Office or one of it's affiliated tri-service working groups will interview Points of Contact familiar with the best practice and create an executive summary so other services can see, at a glance, practices that may be beneficial to them. The MHS Human Capital Office will make these best practices available to all services, to recognize hard work and innovation and help the other military services benefit from it.

If you know of an innovative or best practice in your organization that you would like to see highlighted and recognized, please contact:

Jennifer Anderson, MHS Office of Human Capital

Best Practice: Public Health Service Student Programs

☐ Basic
☒ Advanced
☒ Uniformed
☐ Civilian

Executive Summary

Description/Summary: Students who are primarily juniors and seniors apply for health related work that lasts between 31-120 days. The program for Juniors and younger (called JRCOSTEP) pays a wage and there is no service pay-back upon completion. The program for Seniors (called SRCOSTEP) provides a wage, housing and food allowance and requires a 2 yr. service payback.



Reason the Practice was implemented:

Create opportunities for students to gain experience early in their education while helping agencies obtain short-term help in hard-to-fill positions and rural locations.

Challenges:

Because the program is not automated, there is a large amount of data entry. Also, sometimes transcripts and other pieces of the application do not arrive concurrently and because of the large number of applicants (600+) this can cause confusion.

Outcome:

The program helps accomplish it's purpose to feed prepared and informed health professionals into the Public Health Service talent pool. It also accomplishes it's purpose to provide short-term health to rural locations, which are typically difficult to staff.

Stakeholders:

Various agencies sponsor students and pay for their contributions.



Resources Needed:

SRCOSTEP & JRCOSTEP programs are run by 2 coordinators and 1 support person.



For additional questions or to suggest a best practice, please email the MHS Office of Human Capital:

humancapitalofficeideas@tma.osd.mil

